

**ASSESSMENT**  
**ANNUAL IMPROVEMENT PLAN (AIP)**  
**SACSCOC PRINCIPLE OF ACCREDITATION STANDARD**

**Administrative Effectiveness (SACSCOC PRINCIPLE OF ACCREDITATION STANDARD 7.3)**

AIP REPORT: NON-INSTRUCTIONAL ADMINISTRATIVE UNIT ANNUAL IMPROVEMENT PLAN  
(Watermark - Planning and Self Study)

**Educational Programs (SACSCOC PRINCIPLE OF ACCREDITATION STANDARD 8.2.a)**

AIP REPORT: PROGRAM LEARNING OUTCOME ANNUAL IMPROVEMENT PLAN (Matrix/IE)  
(Watermark -Planning and Self Study)

**General Education (SACSCOC PRINCIPLE OF ACCREDITATION STANDARD 8.2.b)**

AIP REPORT: INSTITUTIONAL CORE LEARNING OUTCOME (ICLO) ANNUAL IMPROVEMENT PLAN  
9Watermark - Student Learning and Licensure)

**Academic & Student Services (SACSCOC PRINCIPLE OF ACCREDITATION STANDARD 8.2.c)**

AIP REPORT: NON-INSTRUCTIONAL ADMINISTRATIVE UNIT ANNUAL IMPROVEMENT PLAN  
(Watermark - Student Learning and Licensure)

<b>Administrative Effectiveness 7.3</b>			
<b>Institutional Advancement</b>	<b>VP, Brent Baker</b>	<b>AIP</b>	<b>Assessment Committee Member</b>
<i>Public Relations</i>	Crystal Woerly		Priscilla Parson, Adam Finley, and Shannon Ydoyaga
<i>Creative Services</i>	Katie Edwards		
<i>Radio Station</i>	Dave Cowley		
<i>Foundation</i>	Brent Baker		
<i>Human Resources</i>	Paul Williams		
<i>Institutional Effectiveness</i>	John Jones		
<b>Financial and Administrative Services</b>	<b>Exec. VP, Andra Cantrell</b>	<b>AIP</b>	
<i>Bookstore Contract Services</i>	Carelton Dunn/Lisa Simons		
<i>Facilities/Maint. Contract Services (CBRE)</i>	Jon Stark/Lisa Simons/Paul Callahan		
<i>Food Services</i>	Erin Davidson		
<i>Technology Services</i>	Priscilla Parsons		
<i>Business Services/Budget Management</i>	Lisa Simons/Stacy Wilkins		
<i>Purchasing</i>	Roger Fuller/Melanie Parker		

Non-Instructional Administrative Department Annual Improvement Plan with 2-3 goals to be assessed each year.

## Educational Programs 8.2.a

### Workforce & Technical Education

Area	WC Program Title	CIP	Credential	Supervisor	Assessment Committee Member
Academics- Education	7 - 12, EC - 12, Other than Spec Education	13.1200.00	AAT	Shannon Stoker	Shannon Stoker and Leslie Hancock
Academics- Education	Early Childhood Education				
Academics- Education	EC - 6, EC - 12 Special Education				
Academics- Education	Child Care Provider/Assistant (Dual Only)	19.0700.00	CERT 1		
Academics- Education	Child Development (not offering but BAT)	19.0706.00	AA		
Humanities and Sciences	Agriculture Business	01.0300.00	AAS	Vance Christie	
Humanities and Sciences	Equine Production and Management	01.0300.00	AAS, CERT 1	Vance Christie	
Humanities and Sciences	Mass Communication	09.0102.00	AA	Vance Christie	
Humanities and Sciences	Veterinary Technology	01.8300.00	AAS	Adriana Pantazis	
Academics- Education	BAAS in Early Childhood Educ & Teaching		BAAS	Leslie Hancock	
Emerging Technologies and Workforce	Accounting	52.0300.00	AAS	Michael Saylor	Alex Ibe
Emerging Technologies and Workforce	Business Administration	52.0200.00	AAS	Michael Saylor	
Emerging Technologies and Workforce	Automotive Technician	47.0604.00	AAS, CERT 1	Travis Unger	
Emerging Technologies and Workforce	Automated Industrial Main Technology	15.0400.00	AAS	Bill Alexander	
Emerging Technologies and Workforce	Robotics and Automated Engineering		AAS, CERT 1, CERT 2		
Emerging Technologies and Workforce	Computer Information Technology	11.1000.00	AAS, CERT 1	Linda Robinson	Marcie DeChiara
Emerging Technologies and Workforce	Cybersecurity	11.1003.00	AAS, CERT 1, CERT 2		
Emerging Technologies and Workforce	Data Base Programming	11.0300.00	AAS, CERT 1		
Emerging Technologies and Workforce	Web Development	11.0801.00	AAS, CERT 1		
Emerging Technologies and Workforce	Cosmetology	12.0400.00	AAS, CERT 1		
Emerging Technologies and Workforce	Criminal Justice (Law Enforcement)	43.0100.00	AAS	Walt Bauer	Catherine Johnson
Emerging Technologies and Workforce	Culinary Arts	12.0503.00	AAS	Vacant	
Emerging Technologies and Workforce	Emergency Medical Technician Basic	51.0904.00	CERT 1	Samantha Grimsley	
Emerging Technologies and Workforce	EMSP		AAS		
Emerging Technologies and Workforce	Paramedic		CERT 1		
Emerging Technologies and Workforce			CERT 1	David Chilcutt	
Emerging Technologies and Workforce	Fire Protection and Safety Tech	43.0200.00	AAS	David Anderson	
Emerging Technologies and Workforce	Fire Science and Service Administration		AAS		
Emerging Technologies and Workforce	Organizational Leadership	52.0200.00	BAAS	Michael Saylor	Alex Ibe
Emerging Technologies and Workforce	Health Professions - Workforce		Certificates	Sunni Cannon	Sunni Cannon
Emerging Technologies and Workforce	Welding Technology	48.0508	AAS, CERT 1, CERT 2	Dave Frederick	Sunni Cannon
Emerging Technologies and Workforce	Radio/TV and Mass Communication	09.0701.00	AAS	Mike Endy	Mary Harm
Fine Arts	Audio Engineering	10.0200.00	AAS, CERT 1	Fred Sanders	Catherine Johnson
Health Sciences	Associate Degree Nursing (ADN)	51.3800.00	AAS	Melanie Sharp	Shannon Vails
Health Sciences	Bachelor Science Nursing (BSN)		BSN	Ashley Brown	
Health Sciences	Diagnostic Medical Sonography	51.0910.00	AAS	Kelly Staub	Marcie DeChiara
Health Sciences	Adult Echocardiography	51.0910.00	CERT 1	Doug Soloman	
Health Sciences	Cardiovascular Sonography	51.0910.00	AAS	Doug Soloman	Dana Brewer
Health Sciences	Medical and Health Services Management	51.0700.00	BAT	Stephen Duarte	Laura McBride
Health Sciences	Occupational Therapy Assistant	51.0803.00	AAS	Mike McGough	Mike McGough
Health Sciences	Phlebotomy	51.1004.00	CERT 1	Briann Newton	Leslie Hancock
Health Sciences	Physical Therapist Assistant	51.0806.00	AAS	Cindy Lavine	Mike McGough
Health Sciences	Mammography	51.0911.00	CERT 1	Kaylee Black	
Health Sciences	Radiological Technology		AAS		
Health Sciences	Respiratory Care Therapy/Therapist	51.0908.00	AAS	Christel Brenner	
Health Sciences	Substance Abuse Counsel/Human Services	51.1500.00	AAS, CERT 1	Suzy Jary	
Health Sciences	Vascular Sonography	51.3900.00	CERT 1	Doug Soloman	Shannon Vails
Health Sciences	Vocational Nursing	51.3900.00	CERT 1	Lori Boyd	

## Educational Program Review Planning Cycle 8.2.a

### Workforce & Technical Education

WC Program Title		CIP	Credential	Supervisor	Assessment Committee Member	Self -Study Reporting Year	
Area							
General Education: Associate of Arts	Associate of Arts	AA AND AS	AA AND AS	Shannon Ydoyaga	Shannon Stoker	2025-2026	
General Education: Associate of Science	Associate of Science					2025-2026	
Education	7 - 12, EC - 12, Other than Spec Education					2024-2025	
Education	Early Childhood					2024-2025	
Education	EC - 6, EC - 12 Special Education	Shannon Stoker	2024-2025				
Education	Child Care Provider/Assistant (Dual Only)		2024-2025				
Education	Child Development (not offering but BAT)		2024-2025				
Education	BAAS in Early Childhood Educ & Teaching		2028-2029				
Emerging Technologies and Workforce	Automotive Technician	47.0604.00	AAS, CERT 1	Travis Unger	Marcie DeChiara	2028-2029	
Emerging Technologies and Workforce	Accounting	52.0300.00	AAS	Michael Saylor		2026-2027	
Emerging Technologies and Workforce	Business Administration	52.0200.00	AAS	Michael Saylor		2026-2027	
Emerging Technologies and Workforce	Automated Industrial Main Technology	15.0400.00	AAS	Bill Alexander		2028-2029	
Emerging Technologies and Workforce	Robotics and Automated Engineering		AAS, CERT 1, CERT 2			2028-2029	
Emerging Technologies and Workforce	Computer Information Technology	11.1000.00	AAS, CERT 1	Linda Robinson		2025-2026	
Emerging Technologies and Workforce	Cybersecurity	11.1003.00	AAS, CERT 1, CERT 2			2025-2026	
Emerging Technologies and Workforce	Data Base Programming	11.0300.00	AAS, CERT 1			2025-2026	
Emerging Technologies and Workforce	Web Development	11.0801.00	AAS, CERT 1			2025-2026	
Emerging Technologies and Workforce	Cosmetology	12.0400.00	AAS, CERT 1	Valorie Hopkins	Catherine Johnson	2027-2028	
Emerging Technologies and Workforce	Criminal Justice (Law Enforcement)	43.0100.00	AAS	Walt Bauer		2024-2025	
Emerging Technologies and Workforce	Culinary Arts	12.0503.00	AAS	Vacant		2028-2029	
Emerging Technologies and Workforce	Emergency Medical Technician Basic	51.0904.00	CERT 1	Samantha Grimsley		2024-2025	
Emerging Technologies and Workforce	EMSP		AAS			2024-2025	
Emerging Technologies and Workforce	Paramedic		CERT 1			2024-2025	
Emerging Technologies and Workforce	Fire Academy		CERT 1			David Chilcutt	2024-2025
Emerging Technologies and Workforce	Fire Protection and Safety Tech	43.0200.00	AAS	David Anderson	2024-2025		
Emerging Technologies and Workforce	Fire Science and Service Administration		AAS		2024-2025		
Emerging Technologies and Workforce	Organizational Leadership	52.0200.00	BAAS	Michael Saylor	2026-2027		
Emerging Technologies and Workforce	Welding Technology	48.0508	AAS, CERT 1, CERT 2	Dave Frederick	2028-2029		
Fine Arts	Audio Engineering	10.0200.00	AAS, CERT 1	Duane Durrett	Catherine Johnson	2028-2029	
Emerging Technologies and Workforce	Workforce Programs	Varies	80-359 Contact Hours	Alex Ibe		2027-2028	
Fine Arts	Audio Engineering	10.0200.00	AAS, CERT 1	Fred Sanders		2027-2028	
Fine Arts	Mass Communication	09.0102.00	AA	Mike Endy		2028-2029	
Fine Arts	Radio/TV and Mass Communication	09.0701.00	AAS	Mike Endy	Dana Brewer	2027-2028	
Health Sciences	Adult Echocardiography	51.0910.00	CERT 1	Doug Soloman		2025-2026	
Health Sciences	Cardiovascular Sonography	51.0910.00	AAS	Doug Soloman		2025-2026	
Health Sciences	Associate Degree Nursing (ADN)	51.3800.00	AAS	Melanie Sharp		2026-2027	
Health Sciences	Bachelor Science Nursing (BSN)		BSN	Renee Smith		2025-2026	
Health Sciences	Diagnostic Medical Sonography	51.0910.00	AAS	Kelly Staub		2025-2026	
Health Sciences	Medical and Health Services Management	51.0700.00	BAT	Stephen Duarte		2026-2027	
Health Sciences	Occupational Therapy Assistant	51.0803.00	AAS	Mike McGough		2028-2029	
Health Sciences	Phlebotomy	51.1004.00	CERT 1	Briann Newton	Leslie Hancock	2027-2028	
Health Sciences	Physical Therapist Assistant	51.0806.00	AAS	Cindy Lavine		2028-2029	
Health Sciences	Mammography	51.0911.00	CERT 1	Kaylee Black		2024-2025	
Health Sciences	Radiological Technology		AAS			2024-2025	
Health Sciences	Respiratory Care Therapy/Therapist	51.0908.00	AAS	Christel Brenner		2024-2025	
Health Sciences	Substance Abuse Counsel/Human Services	51.1500.00	AAS, CERT 1	Suzy Jary		2024-2025	
Health Sciences	Vascular Sonography	51.3900.00	CERT 1	Kelly Staub		2025-2026	
Health Sciences	Vocational Nursing	51.3900.00	CERT 1	Lori Boyd		2026-2027	
Humanities and Sciences	Agriculture Business	01.0300.00	AAS	Vance Christie	Shannon Stoker	2027-2028	
Humanities and Sciences	Equine Production and Management	01.0300.00	AAS, CERT 1	Vance Christie		2025-2026	
Humanities and Sciences	Veterinary Technology	01.8300.00	AAS	Adriana Pantazis		2025-2026	

<b>General Education 8.2.b</b>			
<b>Humanities and Sciences</b>	<b>Lauren Tidwell</b>	<b>AIP</b>	<b>Assessment Committee Member</b>
<i>Behavioral Sciences</i>	Chair, Philip Mathew		Dana Brewer
Anthropology			
Psychology			
Sociology			
<i>Humanities</i>	Chair, Dana Brewer Asst. Chair Shannon Vails		Laura McBride and Shannon Vails
Composition			
Foreign Language			
Literature			
Philosophy			
<i>Kinesiology</i>	Chair, Trey McKinley		Emily Yager
<i>Math</i>	Chair, Michael Lee/ Emily Yager		
<i>Life Sciences</i>	Asst. Chair Jennifer G. Miller		
Biological Sciences			
<i>Physical Sciences</i>	Chair, Shelley (Erin) Hampe		
Chemistry			
Geology/Meteorology			
Physics			
<i>Social Sciences</i>	Asst. Chair, Scott Williams		Cathy Johnson (Help with Data as well)
Economics			
Government			
History			
<i>Agriculture and Communicat</i>	Chair, Vance Christie		
Animal Science and Horticulture			
Agriculture Economics			
Communications	Faculty, Cheryl Stanton		
<b>Fine Arts</b>	<b>Dean, Duane Durrett</b>	<b>AIP</b>	Shannon Vails
<i>Drama</i>	Chair, Rebecca James		
<i>Music</i>			
<i>Visual Arts</i>			
<b>Dual Credit, e-Learning, &amp; Education</b>	<b>Dean, Sarah Lock</b>	<b>AIP</b>	Shannon Stoker
Learning Frameworks	Chair, Shannon Stoker		

## 8.2b Two-Year General Education Institutional Core Learning Outcomes (ICLO) Assessment Cycle

Department	Discipline	Fall 2024 and Spring 2025	Fall 2025 and Spring 2026	Fall 2026 and Spring 2027	Fall 2027 and Spring 2028
Agriculture and Communication	Communication Animal Science and Horticulture Agriculture Economics	Com CT CT	CT Com Com	PR EQR EQR	TW TW CT
Business and Behavioral Science	Anthropology Psychology Sociology	Com Com Com	EQR EQR EQR	CT CT CT	SR SR SR
Fine Arts	Art Drama Music	TW TW TW	CT CT CT	SR SR SR	Com Com Com
Humanities	English Literature Philosophy Spanish	CT CT CT CT	SR SR SR SR	Com Com Com Com	PR/TW PR PR PR
Kinesiology	Kinesiology	Com	CT	Com	PR
Math	College Math	CT	Com	EQR	CT
Life Sciences	Biology	CT	Com	EQR	TW
Physical Sciences	Chemistry Geology Physics	CT CT CT	Com Com Com	EQR EQR EQR	TW TW TW
Social Sciences	Economics Government History	Com Com Com	EQR PR PR	CT CT CT	SR SR SR
Learning Frameworks	Learning Frameworks	Com	CT	Com	PR

Com=Communication, CT=Critical Thinking, EQR=Empirical & Quantitative Reasoning, PR=Personal Responsibility, SR=Social Responsibility, & TW=Teamwork

\*Full-time faculty: assess one section of each core class taught (30% of each core class offered should be assessed)

\*Prioritize off campus classes to be assessed by full-time faculty

\*If no full-time instructor is teaching a core class offered, then the adjunct teaching the core class will be expected to do the assessment

\*Assessments are due when final grades are due

\*Assessment resource materials are available on Canvas (Faculty Assessment Classroom)

\*Repeat this two year cycle starting Fall 2028

<b>Academic and Student Services 8.2c</b>			
<b>Institutional Advancement</b>	<b>VP, Brent Baker</b>	<b>AIP</b>	<b>Assessment Committee Member</b>
<i>Campus Police</i>	Anthony Bigongiari		Lisa Simons
<b>Student Services</b>	<b>Assoc. VP, Scott Tarnowiecky</b>	<b>AIP</b>	
<i>Advising</i>	Adam Finley		John Turntine
<i>Athletics</i>	Jeff Lightfoot/Bob McKinley		Shannon Stoker
<i>Counseling Services</i>	Amy Schwartz-Jarrett		John Turntine
<i>Coyote Clinic</i>	Doug Jefferson		Marcie DeChaira
<i>Disabilities and Accommodations</i>	Dawn Kahlden		John Turntine
<i>Financial Aid</i>	Terry Thompson		Lisa Simons
<i>Housing</i>	James A. Walker		Adam Finley
<i>Registrar/Enrollment Management</i>	Adam Finley		Lisa Simons
<i>Student Development/Life</i>	Doug Jefferson		John Turntine
<i>Student Support Services (TRIO)</i>	Maria Gallegos		Marcie DeChaira
<i>Talent Search</i>	Sammie Calixtro/Sabrina Hendricks		Adam Finley
<i>Testing Center</i>	Gwen Crabtree/Lori A. Johnson		Marcie DeChaira
<i>Veterans Center</i>	Tammy Peters		John Turntine
<i>Upward Bound</i>	Christine Endy		Lisa Simons
<b>Academic Services</b>	<b>EVP, Shannon Ydoyaga</b>	<b>AIP</b>	
<i>Academic Services Center</i>	Shannon Stoker		Shannon Stoker
<i>Dual Credit and E-Learning</i>	Sarah Lock		Shannon Stoker
<i>Library Services</i>	Valarie Starr		Marcie DeChaira

Non-Instructional academic and student services department Annual Improvement Plans include 2-3 goals to be assessed each year.